



ANIMA GROUP

Diversity and inclusion policy

Introduction

Anima Holding S.p.A. ("Anima Holding" or the "Company"), also as Parent Company of the ANIMA Group, (the "Group") in line with its founding values, undertakes to recognize and support the importance of conduct aimed at enhancing diversity and inclusion, in the belief that the tangible positive effects on the workplace deriving from such principles will, in turn, produce an improvement in the overall company performance.

The Group therefore undertakes to:

- ▶ prevent -also through adequate training and internal communication activities- and fight any form of direct or indirect discrimination, in relation to age, gender and sexual orientation, culture and religion, health status or disability, ethnic origin, nationality, political or trade union opinions;
- ▶ recognize the importance of developing a diversity and inclusion policy, with particular reference to its staff, also through the elimination of cultural, organizational and material barriers.

This Diversity and Inclusion Policy ("Policy") intends to outline the principles and actions to create and maintain a work environment free from any form of discrimination, abuse or harassment, and aimed at protecting the psychophysical, moral and cultural integrity of workers through conditions respecting people's dignity and the enhancement of differences.

The Policy has been drawn up in line with the principles defined by the Code of Ethics and Conduct, the Sustainability Policy and all other procedures and guidelines defined by the Company and its subsidiaries; it is applicable to all Group companies, members of the Corporate bodies, personnel, external collaborators, suppliers and commercial partners and all those who collaborate directly or indirectly, permanently or temporarily, with the Group.

Reference principles and regulatory references

The Group refers to the following principles in its actions to protect diversity and inclusion:

- ▶ principles of the United Nations Global Compact;
- ▶ the Declaration on Fundamental Principles and Rights at Work and the eight fundamental Conventions of the International Labor Organization (ILO);
- ▶ the Universal Declaration of Human Rights and subsequent international conventions on civil and political rights and on economic, social and cultural rights;
- ▶ the United Nations Conventions on women's rights, on the elimination of all forms of racial discrimination, on the rights of the child, on the rights of people with disabilities;
- ▶ objectives of the 2030 Agenda for Sustainable Development (SDGs) of the United Nations, with particular attention to the SDGs:
 - 3: "Ensure healthy lives and promote well-being for all at all ages";
 - 5: "Achieve gender equality and empower all women and girls";
 - 8: "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all";
 - 10: "Reduce inequality within and among countries".

In defining its principles and objectives, the Group is also inspired by the guidelines and best practices identified by Assogestioni, aimed at promoting equal treatment and opportunities between genders within the company.

The promotion and protection of diversity in the workplace in its many aspects

Diversity represents, for the Group a set of values and principles to be promoted and protected through tangible initiatives and through the enhancement of people's differences, in all their many characteristics, with the aim of enriching the corporate context, developing new ideas and ways to work and live together, staying in constant contact with the trends and demands of the social context.

The Group guarantees equal opportunities in all business processes, including personnel management, selection, assignment of roles, training, professional development and the definition of remuneration and welfare systems.

Age

The Group promotes, protects and enhances strategies to encourage dialogue between people of different ages in different work environments, with particular attention to the inclusion of new resources and their effective and rapid integration.

Gender and sexual orientation

The Group recognizes the importance of overcoming any stereotype, discrimination or prejudice regarding the gender of its employees, and promotes policies and actions aimed at promoting equal opportunities, the reconciliation of life and working time (also to facilitate sharing of the family responsibilities) and removing potential obstacles, including those related to sexual orientation.

One of the objectives of the company is to strengthen, in particular, the presence of women, starting with the inclusion of both genders in the selections for new hires and guaranteeing more and more gender balance with respect to positions of responsibility through processes structured in the field of recruitment and internal promotions.

State of health and disability

The Group recognizes equal opportunities for all people regardless of their state of health or potential conditions of disability and is committed to implementing concrete actions to promote the integration and inclusion of people with disabilities, fully enhancing their skills and potential and contributing in this way to the removal of cultural and physical barriers, providing work environments accessible to all regardless of any sensory or mobility limitations.

Ethnic origin, nationality, political, religious or trade union beliefs.

The Group is committed to fostering an environment characterized by different cultures by promoting a vision open to confrontation with the aim of bringing together people with different cultural and social aspects, in the belief that differences constitute a useful factor for growth and innovation.

Application of the Policy

The set of values set out above involves the conception and development of initiatives aimed at effective implementation in the business context, such as:

- ▶ promote and guarantee a work environment inspired by transparent, inclusive behaviors aimed at respecting equal opportunities towards people;

- ▶ disseminate managerial styles in the organization based on the recognition and enhancement of differences within the different work groups;
- ▶ identify and promptly remove any obstacles of a cultural, organizational and relational nature that slow down the full and effective inclusion of people in the workplace;
- ▶ create relationships and work interactions based on respect and mutual trust at all levels of the organization;
- ▶ promote awareness campaigns on the issues of diversity and inclusion.

The Group verifies the effectiveness of the policies adopted on diversity and inclusion through periodic risk assessment processes within the Group, a system for reporting violations (so-called Whistleblowing) and a related sanction system.

Dissemination and updating

The Policy is proactively communicated to all Personnel according to the areas of operation, roles and responsibilities, and is available on the Group's corporate website to all stakeholders, including collaborators, suppliers and partners, so that there is full awareness and further stimulus to promote the values and principles contained therein as an integral part of the Group's value system.

The Policy will be evaluated for the purpose of updating at least once a year in the light of the evidence emerging from the Group's internal verification activities and the monitoring of national and international trends.